

**Gary Gregor Investigation Summary**  
**Prepared by Dr. Fidel J. Trujillo, HR Director**  
**Espanola Public Schools**  
**May 14, 2010**

Dr. Gary Gregor, a Teacher at E.T. Salazar, was placed on administrative leave effective May 15, 2009 according to a memo from Lucia Sedillo (HR Officer) to Business Manager Charlene Sanchez. Dr. Gregor's personnel file contains a copy of the letter of intent for the 2009-2010 school year dated May 26, 2009 and signed by Kina Quintana, HR Administrative Assistant. There is, however, no record of an employment contract for the 2009-2010 school year in his personnel file. His file does contain a copy of a letter sent to Dr. Gregor from Superintendent Janette Archuleta dated August 11, 2009, informing him that his status on administrative leave would continue for the 2009-2010 school year until the conclusion of the pending law enforcement investigation.

At the beginning and throughout most of the 2009-2010 school year, the District has attempted to obtain information and status updates from the local law enforcement agency investigating the case and the District Attorney's Office reviewing it. District Administrators (Superintendent, Assistant Superintendent, and HR Director) were repeatedly advised that the District's hands were tied in this matter and that we could not conduct our own investigation because the alleged incident did not occur on school grounds and the DA's office was not able to release any information regarding the allegations or the names of the alleged victims because the police investigation was on-going.

When a second opinion was sought, however, legal counsel advised that the District had a right to conduct its own investigation independent of the criminal investigation and, indeed, due diligence needed to be demonstrated before taking any personnel actions affecting Dr. Gregor. In addition to (and distinct from) the pending criminal case, the District has a right and responsibility to investigate anything that bears on Dr. Gregor's fitness for the classroom, whether alleged misconduct occurred on or off campus. Moreover, the names of alleged victims/witnesses were included in a memorandum to Dr. David Cockerham from Detective Bryan Martinez of the Espanola Police Department, providing a baseline for investigating the charges.

In the interim, Dr. Gregor's educator's license (265923) was up for renewal in the spring of 2010. In processing the renewal application, HR staff submitted an Ethical Misconduct Reporting Form on March 9, 2010, as advised by the Public Education Department Educator Ethics Bureau based on knowledge of a pending criminal investigation.

Upon the advice of our legal counsel, an internal investigation was commenced on May 10, 2010. Potential witnesses were identified and a pre-determination notice was sent to Dr. Gregor, per Article 33 of the Collective Bargaining Agreement. Interviews were scheduled as follows:



- Mrs. Ruby Montoya, Principal, E.T. Salazar, 9:00 a.m. on May 12, 2010
- Detective Bryan Martinez, Espanola City Police, 1:15 p.m. on May 12, 2010
- [REDACTED] (parent of alleged victim/witness [REDACTED]), 4:30 p.m. on May 12, 2010
- [REDACTED] (parent) and [REDACTED] (student, alleged victim/witness), 10:00 a.m. on May 13, 2010
- Mrs. Veronica Dean, Librarian, E.T. Salazar and neighbor to Dr. Gregor, 11:00 a.m. on May 13, 2010 (Telephone Interview)
- Dr. Gary Gregor, Teacher, E.T. Salazar, 1:30 p.m. on May 13, 2010
- [REDACTED] (parent) and [REDACTED] (student, alleged victim/witness), 3:00 p.m. on May 13, 2010
- Ms. Tracy Oliver, HR Officer, Santa Fe Public Schools, 8:00 a.m. on May 14, 2010 (Telephone Interview)
- Ms. Connie Martinez, Foster Grandmother, E.T. Salazar Elementary, 9:00 a.m. on May 14, 2010 (Telephone Interview)

Based on the interviews conducted, there is sufficient evidence suggesting wrongdoing by Dr. Gregor on the basis of breaching various sections of District Policy. A summary of findings includes multiple accounts of:

- 1. Inappropriate physical contact with students initiated by Dr. Gregor;**
- 2. Inappropriate gift-giving to students by Dr. Gregor;**
- 3. Inappropriate invitations by Dr. Gregor for students to go to his residence.**

The policies relevant to the findings listed above are Policy G-0750, Policy G-0850, and Policy G-0900.

The Standards of Professional Conduct (listed in Policy G-0750, GBEB Staff Conduct) state that educators:

- shall not have inappropriate contact with any student, whether or not on school property, which includes, but is not limited to, inappropriate touching which is any physical touching, embracing, petting, hand-holding or kissing that is unwelcome by the student or is otherwise inappropriate given the age, sex and maturity of the student;
- shall not have inappropriate contact with any student, whether or not on school property, which includes but is not limited to, any open displays of affection toward mostly boys or mostly girls;
- shall not give a gift to any student unless all students situated similarly receive or are offered gifts of equal value for the same reason;
- shall not create an intimidating, hostile or offensive work/school environment by at a minimum not engaging in any of the prohibited behaviors set forth above.



In addition, Policy G-0850, GBEBB, Staff Conduct with Students states that

- All personnel employed by the District are expected to relate to students of the District in a manner that maintains social and moral patterns of behavior consistent with community standards and acceptable professional conduct;
- Staff/student relationships shall reflect mutual respect between staff members and students and shall support the dignity of the entire profession and educational process;
- Violations of the above shall be considered serious and may result in severe disciplinary action.

Moreover, Policy G-900, GBEBB, Gifts To and Solicitations, states that gifts to students by staff members shall be discouraged.

#### Inappropriate Physical Contact

The female students I interviewed stated that as 4<sup>th</sup> graders, Dr. Gregor made them feel very uncomfortable by rubbing their legs and touching their waists underneath their clothes. He also attempted to touch them on their “private parts”. Students indicated that he never actually did touch their private areas because they did not let him. Consistencies in student narratives included that the physical contact often occurred when Dr. Gregor would have female students sit next to him at his table as elected class officers. Dr. Gregor denied touching the students and stated that there was always another adult in the room in the form of the foster grandmother. The foster grandmother acknowledged that students often sat at the same table as Dr. Gregor, but that she never witnessed anything improper. The foster grandmother also said that she was only present in the classroom from 8:30 a.m. to 1:00 p.m. The girls stated that Dr. Gregor never did anything while other adults were in the room.

Students also reported that Dr. Gregor insisted on sitting with them during lunch and holding their hands to and from the cafeteria. The students reported that Dr. Gregor would sometimes ask them to stay in for lunch, but to protect one another, the children would never leave a classmate alone with Dr. Gregor. Students also employed various strategies to avoid the discomfort they felt around Dr. Gregor. One student stated that she stopped wearing skirts, and would instead wear pants, double jackets, and tight belts to prevent accessibility. The students also reported that they tried to purposely elect all boys as class officers to avoid having to sit next to Dr. Gregor, but that he told them that there had to be girls represented as officers. Dr. Gregor maintained that sitting next to him was an option for class officers and that officers were rotated about every three weeks.

One student stated that Dr. Gregor made attempts to keep in her in the class because he wanted to kiss her, but she did not let him. Students stated that on more than one occasion, he told them they could get in trouble if they told anyone about the physical contact. According to students, fear prevented them from initially reporting anything to school officials or their parents. The Principal and Librarian at E.T. Salazar Elementary attested to the credibility of the students and had no reason to doubt their testimony.



Dr. Gregor also stated that when he was employed by the Santa Fe Public Schools, two docents claimed that he had two students sitting on his lap at the museum. He said he had no recollection of that but that he basically agreed to quit because the docents had a lot of political power. A telephone call to the HR Office at Santa Fe Public schools confirmed that Dr. Gregor was allowed to resign. Tracy Oliver, HR Officer at SFPS confirmed that the resignation was related to similar issues involving interactions with students, but she did not have access to the legal records.

### Inappropriate Gift-Giving

Dr. Gregor stated that gifts to students were token reinforcements for good behavior, good grades, or for being elected as a class officer. He said that students were rewarded for straightening out the classroom and collecting papers. In addition to soda, candy, chips and school supplies, he stated that he gave personal things away that he otherwise would have thrown out, but that he didn't go out and purchase anything. Students acknowledged receiving sweets, crayons, markers, books, arts and crafts. They also reported that Dr. Gregor gave teddy bears, princess pillows, and other stuffed animals to girls exclusively.

One particularly questionable gift from Dr. Gregor to a student was a cell phone. The student's mother stated that Dr. Gregor purchased the phone for the girl and put her on his family plan. When asked what the purpose of the phone was, the mother stated that it was so he could stay in contact with the student. Dr. Gregor couldn't recall the circumstances surrounding the purchase of a cell phone, but that the student and her family were friends with his wife, so they added her to his phone plan. He couldn't recall a specific purpose for buying the student a cell phone, but that it was provided when the student was in fifth grade (the year after he was her teacher). The mother stated that she thought it was during the 4<sup>th</sup> grade year because the student and teacher used to communicate often using the mother's phone, and Dr. Gregor suggested buying the student a phone of her own. This arrangement lasted about six months, but was discontinued. Dr. Gregor stated that his wife had lost her phone and so they needed the student's cell phone as a replacement. The mother contends he took back the phone because communication between Dr. Gregor and the student became less frequent and that the girl had, in fact, stopped taking his calls. Dr. Gregor stated that he never called any students. Dr. Gregor indicated that the families are friends to this day, but that was contradicted by the mother's statement that as soon as she found out about the inappropriate touching, she stopped all contact with Dr. Gregor and his wife.

A second student interviewed mentioned that Dr. Gregor had offered to buy her a cell phone, as well, but that her mother refused permission. Contrary to Dr. Gregor's statement about not calling students, the mother of the second child I interviewed stated that his phone calls even became annoying. She estimated that he would call up to twenty times a day and when the mother questioned the frequency of the calls, he offered to buy a cell phone for the student.



### Inappropriate Invitations to go to his house

The parents I interviewed all reported that Dr. Gregor invited their children to go over to his house for parties and to spend the night. Only the student who was reportedly a family friend actually did spend the night, but the three parents I talked to indicated that Dr. Gregor made multiple invitations for their children to go to his house. The student who went to his house claims that he asked her what she would be wearing and what she wanted him to wear. Dr. Gregor denies those claims.

Dr. Gregor could not recall inviting any students to his house, but that it was possible that his wife invited kids over. He stated that the only family he could recall as spending time at his house was the one identified earlier as family friends, for whom he had purchased a phone. To his recollection, the sleep over occurred outside the school year and that it occurred during the girls fifth grade year, so she was no longer his student at the time. Dr. Gregor stated that it wasn't inappropriate for the girl to stay at his house because she was no longer his student. He stated that early in his teaching career in Utah it was very common for teachers and students to have activities together, but they should be very careful about things like that. The student interviewed stated that nothing inappropriate occurred during the sleep-over. She said she stayed close to his wife and her young siblings the entire time. The inappropriate touching, she stated, occurred in Dr. Gregor's classroom.

### Summary

My recommendation to the Superintendent is to not hire Dr. Gregor as a teacher in the District because information obtained during the internal investigation substantiated the allegations of ethical misconduct and inappropriate behavior involving students. A copy of this report, along with a summary of witness statements needs to be forwarded to the Public Education Department with an updated Ethical Misconduct Reporting Form for purposes of consideration regarding his licensure.

*Note: A termination notice was delivered to Dr. Gregor on Friday, May 14, 2010 at 4:00 p.m. notifying him that his employment with the Espanola School District would not be renewed for the 2010-2011 school year.*

Ethical Misconduct Reporting Form submitted 5/16/10  
 PED - copy of personnel file sent 5/21  
 Resignation received 5/26/10  
 Verification of employment June 2, 2010

(Jan. 10, 2005 - May 26, 2010)  
 23,741 - 24,403  
 by

4th 07-08  
 5th 08-09  
 6th 09-10 \*  
 7th 10-11

Judith: 4/21/08  
 sub custodian  
 3/5/09 sub teacher

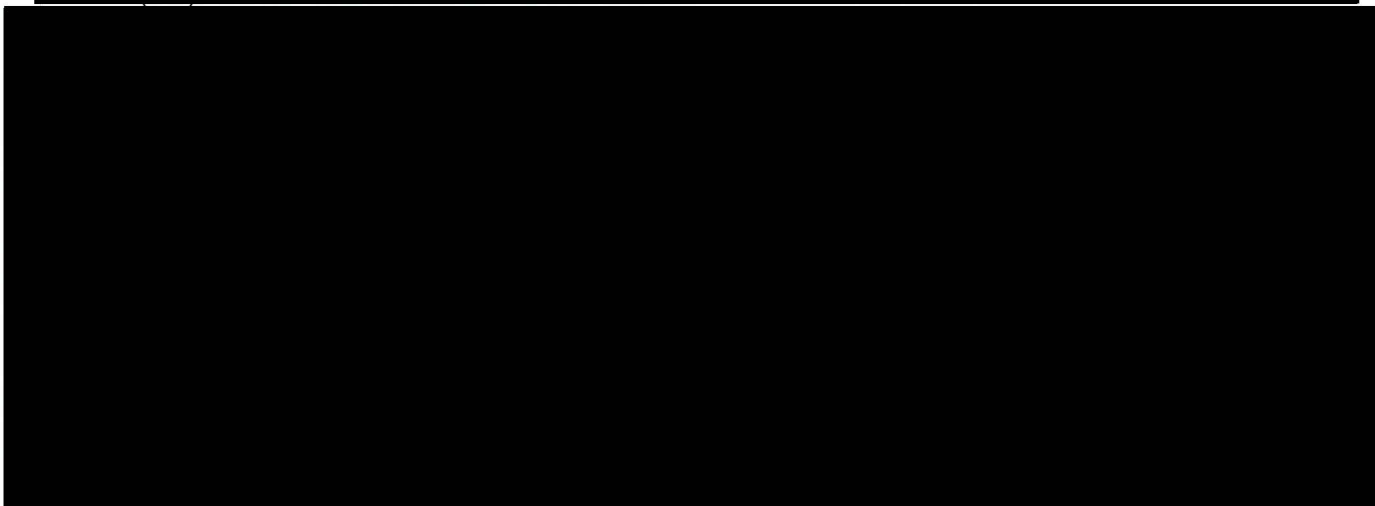
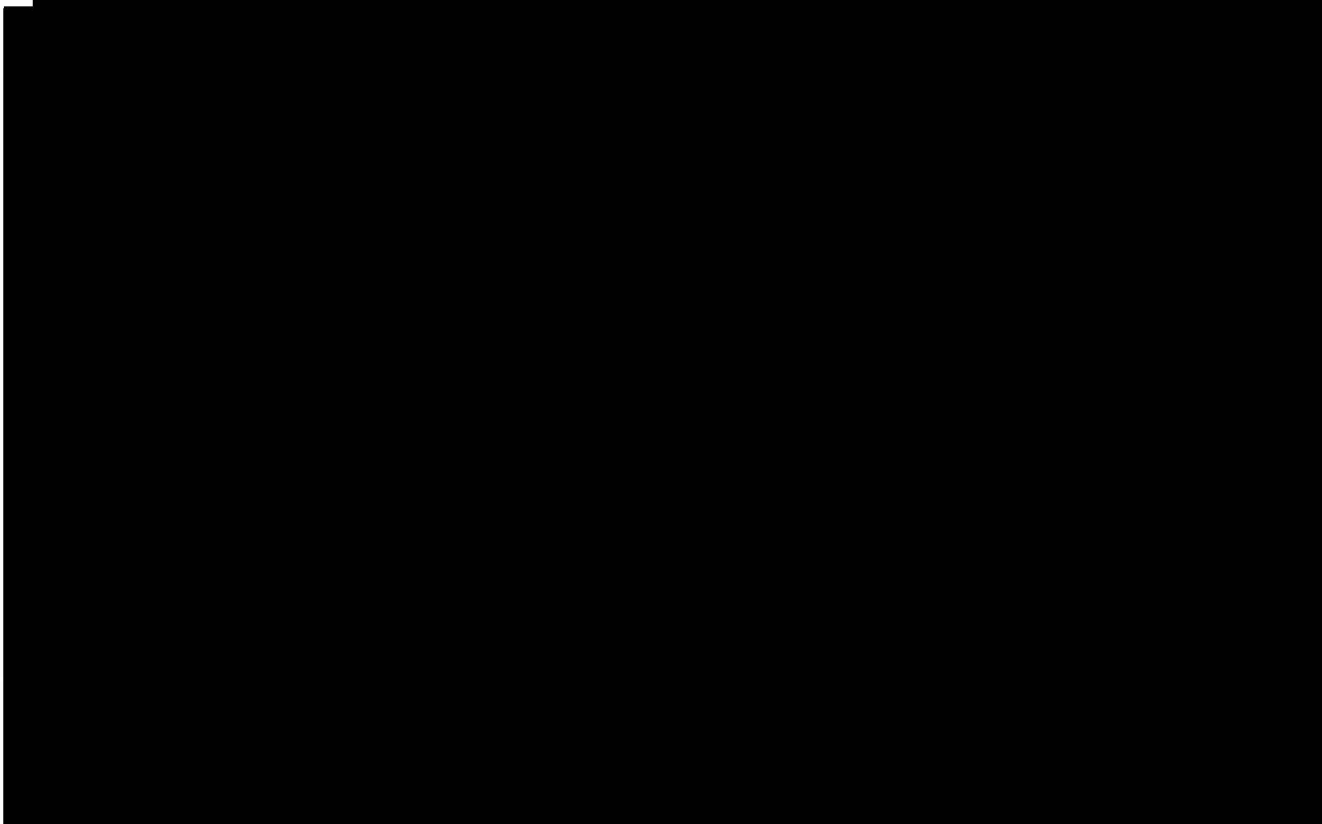
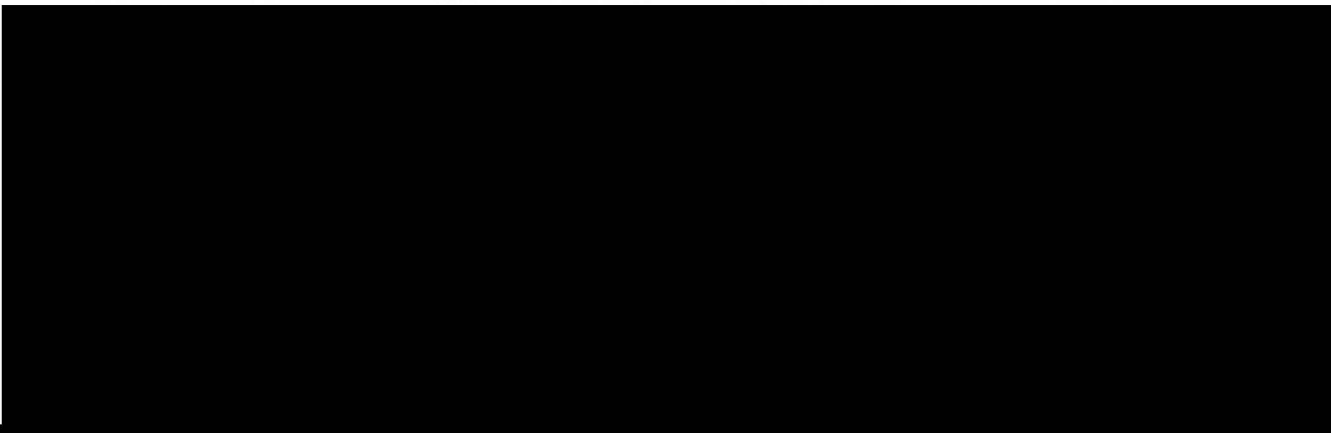


**Gary Gregor Investigation****[REDACTED] Interview Transcripts****May 13, 2010**

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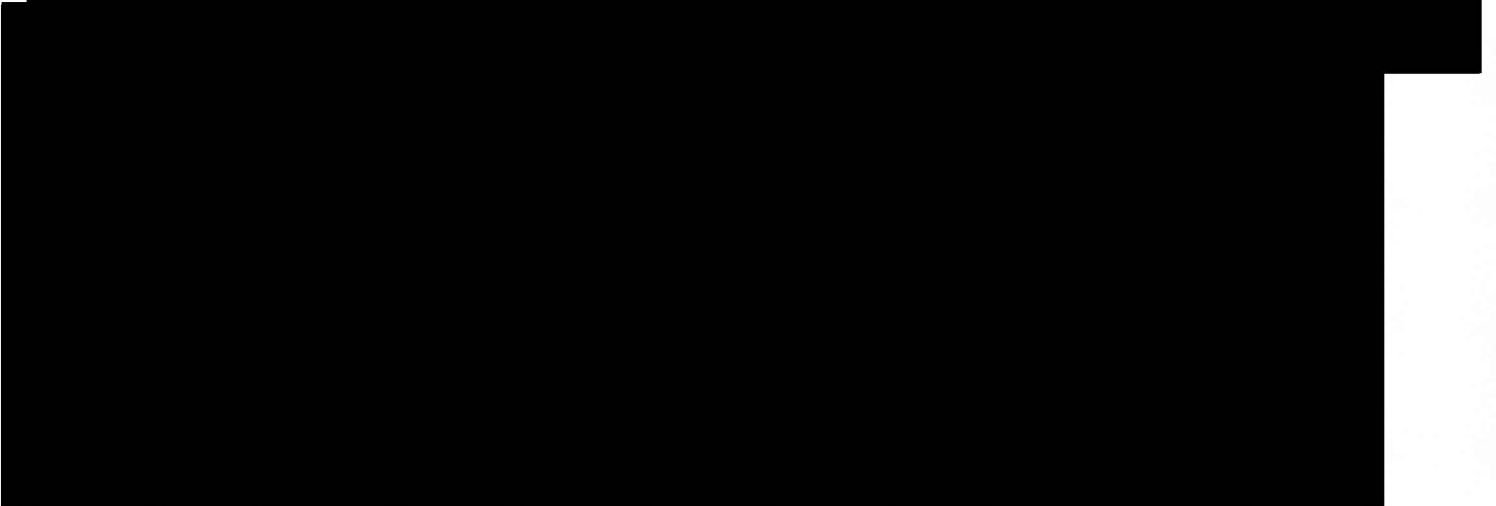
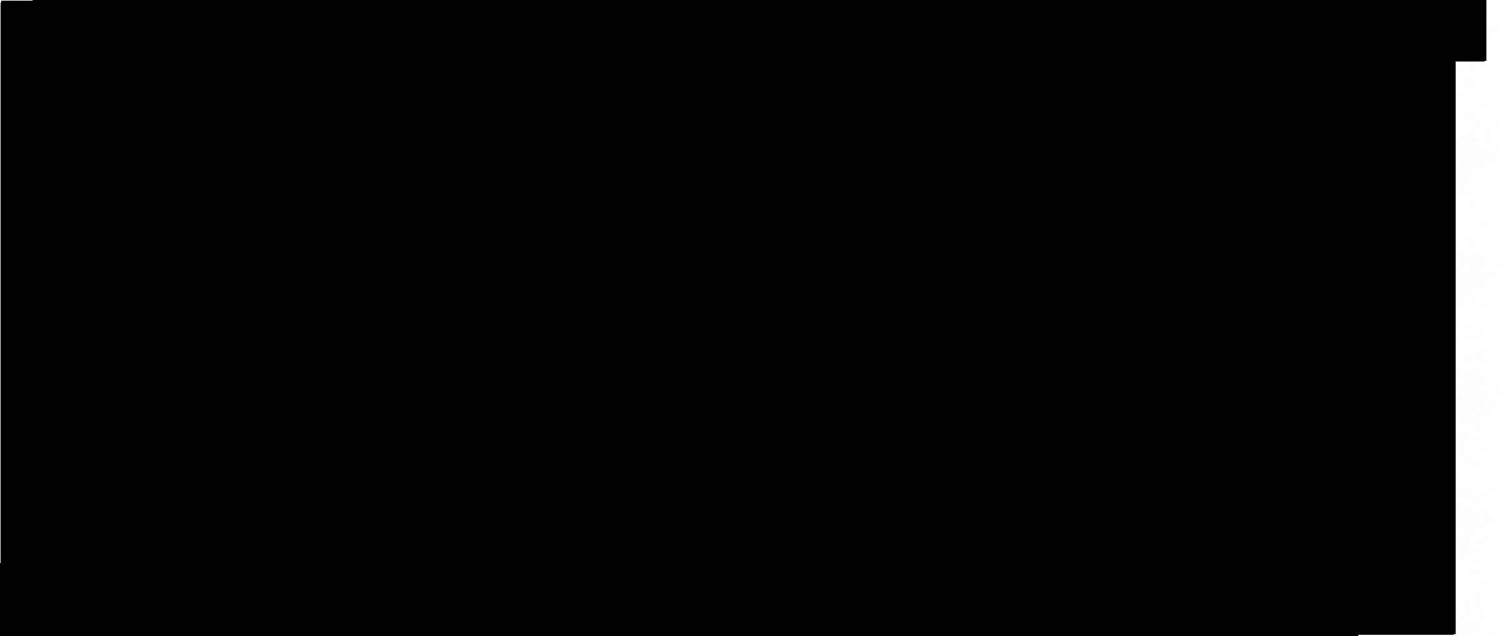
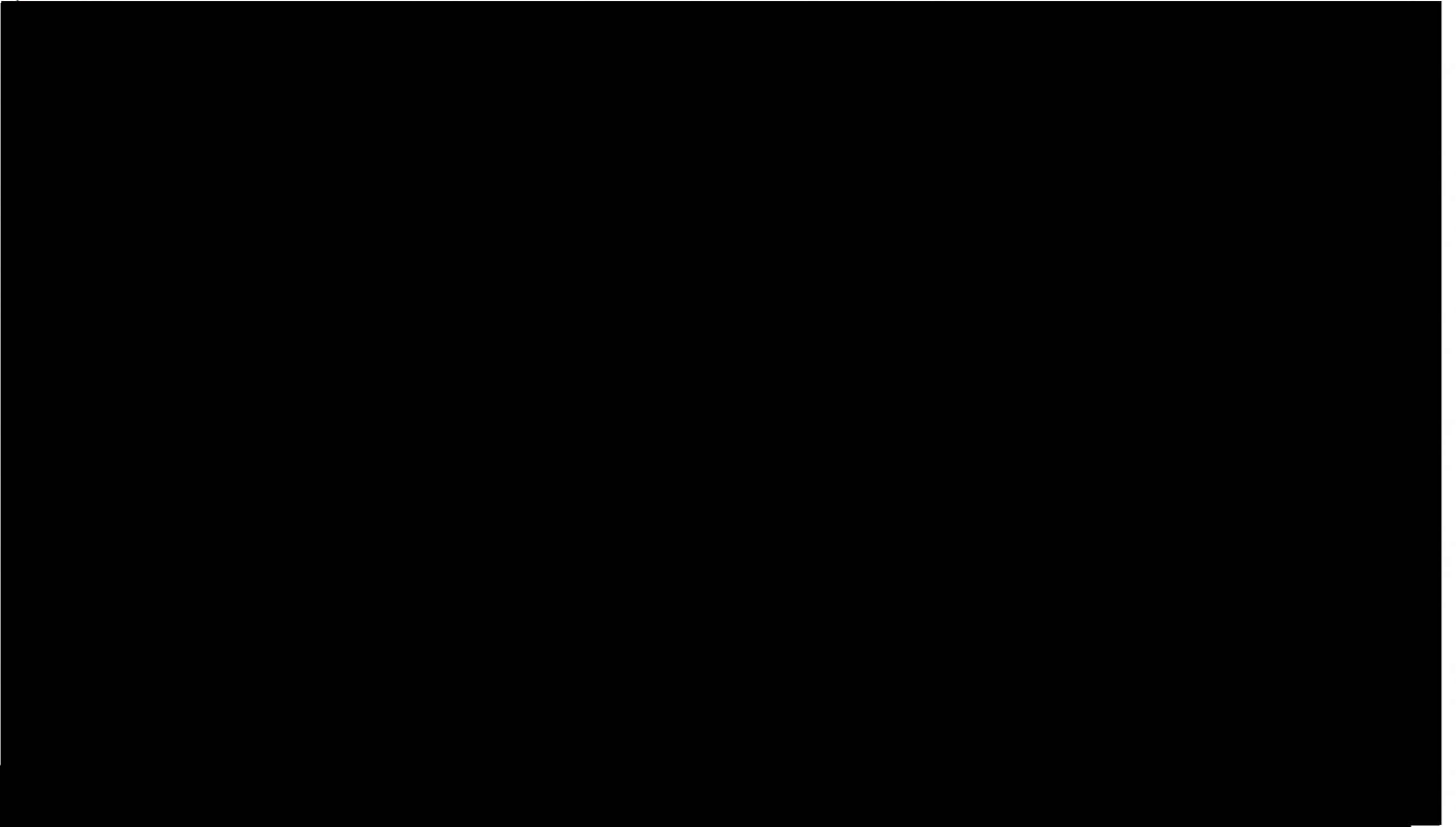


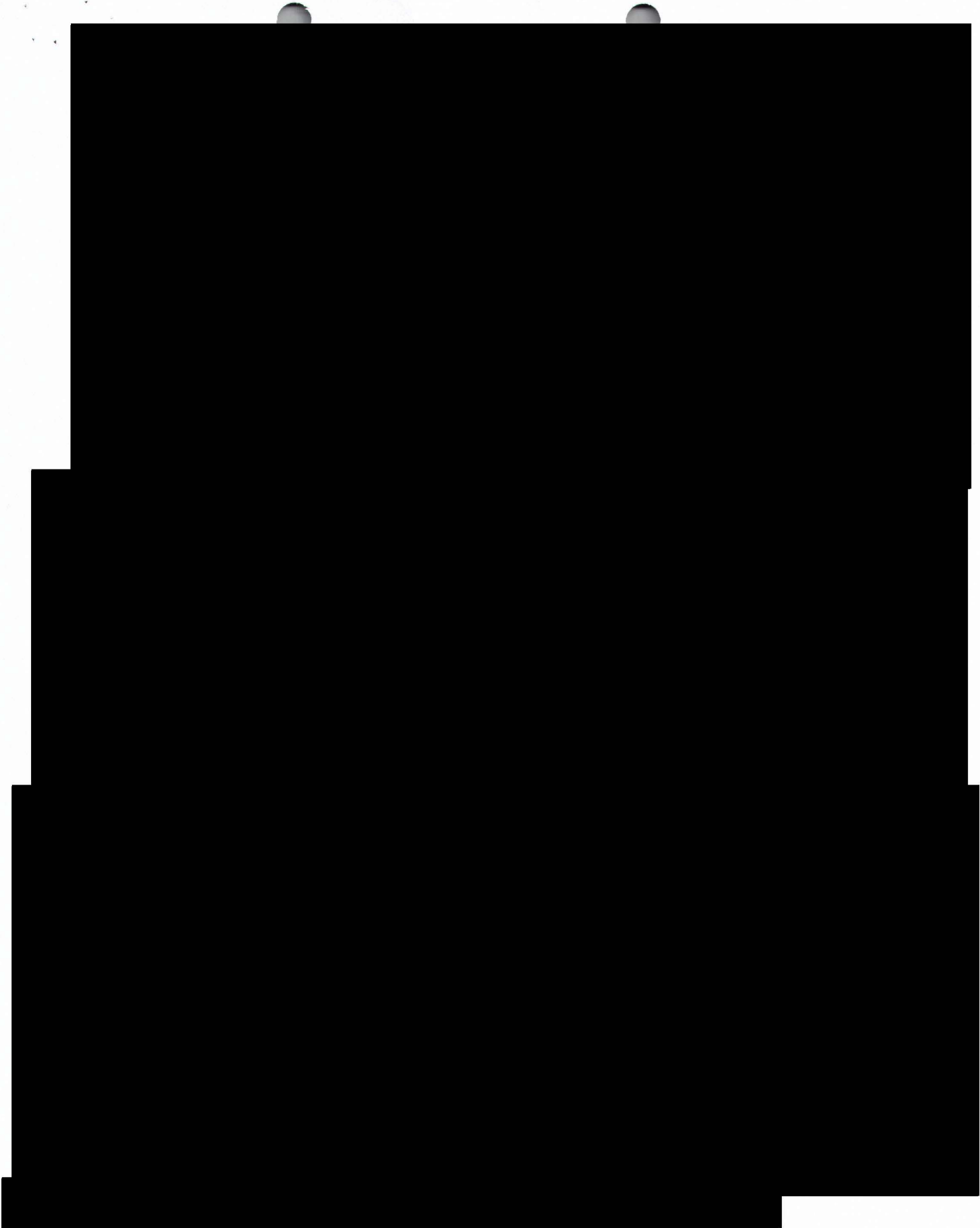














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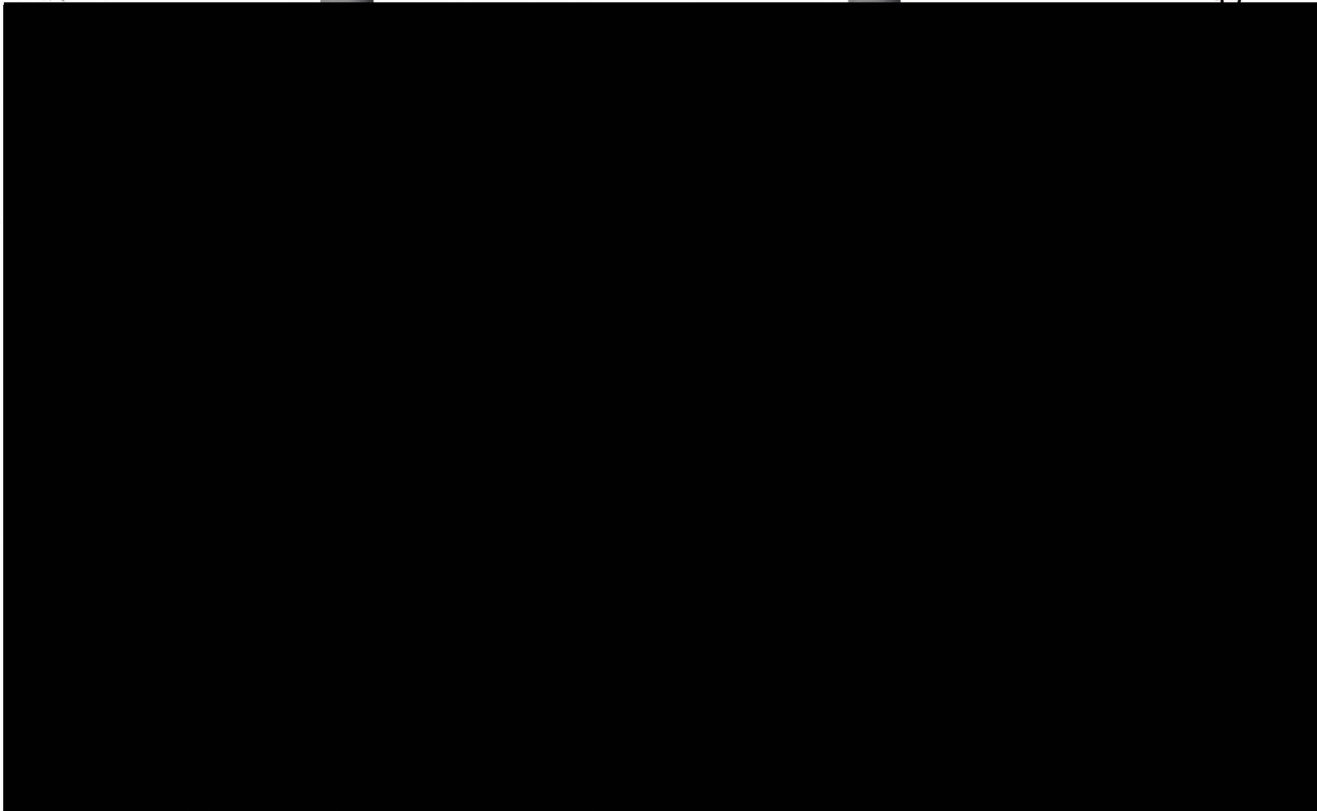
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**Gary Gregor Investigation**  
**Veronica Dean Interview Transcripts**  
**May 13, 2010**

*(FT): Hello, Ms. Dean, this is Dr. Trujillo from HR. I'm sorry to bother you. I know you are on approved leave, but I'm doing an internal investigation involving one of the teachers at E.T. Salazar and I was made aware that you might have some knowledge of the case. Specifically, I'm looking into the case of Dr. Gary Gregor.*

*(VD): Oh, uh-huh.*

*(FT): I was told that you are not only a colleague of his at this school, but that you also live nearby?*

*(VD): Yeah, I do. He lives right down the road from me.*

*(FT): O.k. If you don't mind, I'd like to ask you a couple of questions.*

*(VD): Oh, no. That's fine.*

*(FT): Are you aware of the case pending against him or the reason he's on administrative leave?*

*(VD): A little bit. Only from what I've heard. Not really any facts, just hearsay or backup, I guess.*

*(FT): What is your knowledge of that case?*

*(VD): That... Well, I've heard two different things. I've heard that he was inappropriate with a couple of the students by touching them physically and then I've heard that he was more like a sexual verbal harassment with a couple of the students.*

*(FT): Did you ever personally witness him doing that?*

*(VD): I never witnessed him doing that, but I witnessed things that I thought kind of crossed the line for a teacher. By that I mean like keeping in certain students to play games for lunch or giving them his personal home number or cell phone number to call him. But it never looked to me like the kids were uncomfortable with it. It was like they responded to him and, like, "Oh, I called you last night." Or, you know? He would make comments like that and I always felt like that was a little inappropriate. For a grown man to give his number to students, to children in fourth grade. When we worked as partners in second grade, and that was a few years ago when I was in the classroom, he would keep kids in to play games at lunch. I always that was... it made me uncomfortable. But in the times that I was in his classroom like as a proctor during testing time, I never saw him do those kinds of things. The phone calls and stuff like that I thought were a little strange, but as far as him touching or making comments, I never saw or heard anything.*

*(FT): Did you ever see him giving gifts to students?*



(VD): I never saw him give any gifts, other than like gum... the usual rewards that we give the kids, but I never saw him give anything else.

(FT): *You're not aware that he gave students teddy bears or cell phones?*

(VD): No.

(FT): *As his neighbor, did you ever see students at his house after school or sleepovers or anything like that?*

(VD): I never saw... We live close by but I never saw students there. But when I was proctoring in his classroom, he did talk with the students about "When Judith comes". It was more like before his wife came, they were like making plans for "When Judith comes, you guys can come over for dinner." He would say stuff like that. I never heard him say, "You can come over tomorrow" when he was alone. He would say, "When Judith comes." Because she wasn't hear yet. She came from the Philippines and I think his wife was like 16 or 17 when they got married. He would bring his wife to school every day. Mrs. Montoya asked him not to bring her. If she was going to volunteer, she should volunteer in other parts of the school. But originally she was there every day. Eventually she started subbing there.

(FT): *Is there anything else you might add that could aid our investigation?*

(VD): Well, I don't know how far back you're investigating, but now that I was working in Mountain View, you know he used to teach there. And a lot of the staff there were very uncomfortable with his relationship with one particular student. And I'm thinking that he might have even lived with the family, or rented a room from the family or something. And I think that staff was very uncomfortable with what they saw with the one student. But, in my presence, I never saw him touch or say inappropriate things. But some of the things that took place like, "Oh, call me," or "I called you," or stuff like that, I thought was inappropriate, you know? Of course it's wonderful to have a good relationship with your students, but on a professional level. I thought that was somewhat inappropriate of having your kids call you at home and stuff like that.

(FT): Two follow-up questions. Who was the Principal at Mt. View at the time this was going on?

(VD): Oh, I'm not sure. I don't know. Now it was Grace and before that, I don't know if it was Mr. Aguilar who was the Principal at that time. I'm not sure.

(FT): When was it that you taught over there?

(VD): Huh?

(FT): *When was it that you taught over there?*

(VD): When I taught?

(FT): *Yeah, in Mt. View. Or when he was in Mt. View?*

(VD): Oh, I wasn't there at that time. I've always been at Fairview. But now for the last two years I've been going to Mt. View once a week to overlook the librarian there 'cause I'm certified and I go over there once a week and they would talk about him there. And the little girl's name was Angela Toraco or a name like that. And they would say, the staff members would say, "Oh, that guy, he's a pervert. He would have that little girl on his lap and she controlled the class." You know? But then again, I didn't see that, but apparently they did.

(FT): *And, again, as his neighbor, you never saw students there after school?*

(VD): No. I never saw anybody at his house.

(FT): *O.k., let me ask you one last question, as a parent, if you had a student that would be going to his grade, would you want your child to be in his class?*

(VD): That's a hard one. I would say no. Only because, like I've told Mrs. Montoya, if it was any other students, I might have reason to doubt the students only because I thought they liked him, the kids liked him, he was nice to them. You know? It was always...even the roughest of kids, he seemed to have good rapport with. So, in what I've seen in that sense, I would say yeah, he's a nice teacher. But. But, with the kids that I'm aware of that have made the accusations, I find it very hard not to believe those kids because those little girls are wonderful, good, just well-behaved kids and one of them was my student and I would never doubt her for a minute.

(FT): *We're talking about the credibility of the students who have made the allegations, do you care to share names of those students to see if they match up with the names I have?*

(VD): Well the ones that I am aware of, only because the kids have said, are Nallele Hernandez, and Virginia Sustatia, and then I've also heard of Jasmine Gonzales, but that took place a few years ago. That was one of the students that he would keep in like at lunch time to play games or whatever.

But I really respect those little girls. Like Nallele and especially Virginia, if it wasn't them, I might have said, "Hmm, maybe not." You know? But I really can't find it in myself to even second-guess those girls. And I feel really bad, because I like Dr. Gregor, you know, as a person and colleague, but I don't agree with some of the practices and I cannot sit here and tell you that some of what I've seen hasn't made me uncomfortable.

(FT): *I appreciate you taking the time to visit with me, I know you're preoccupied there with the new little one, so thank you for your time.*

(VD): O.k. No problem. You're welcome.



**Gary Gregor Investigation**

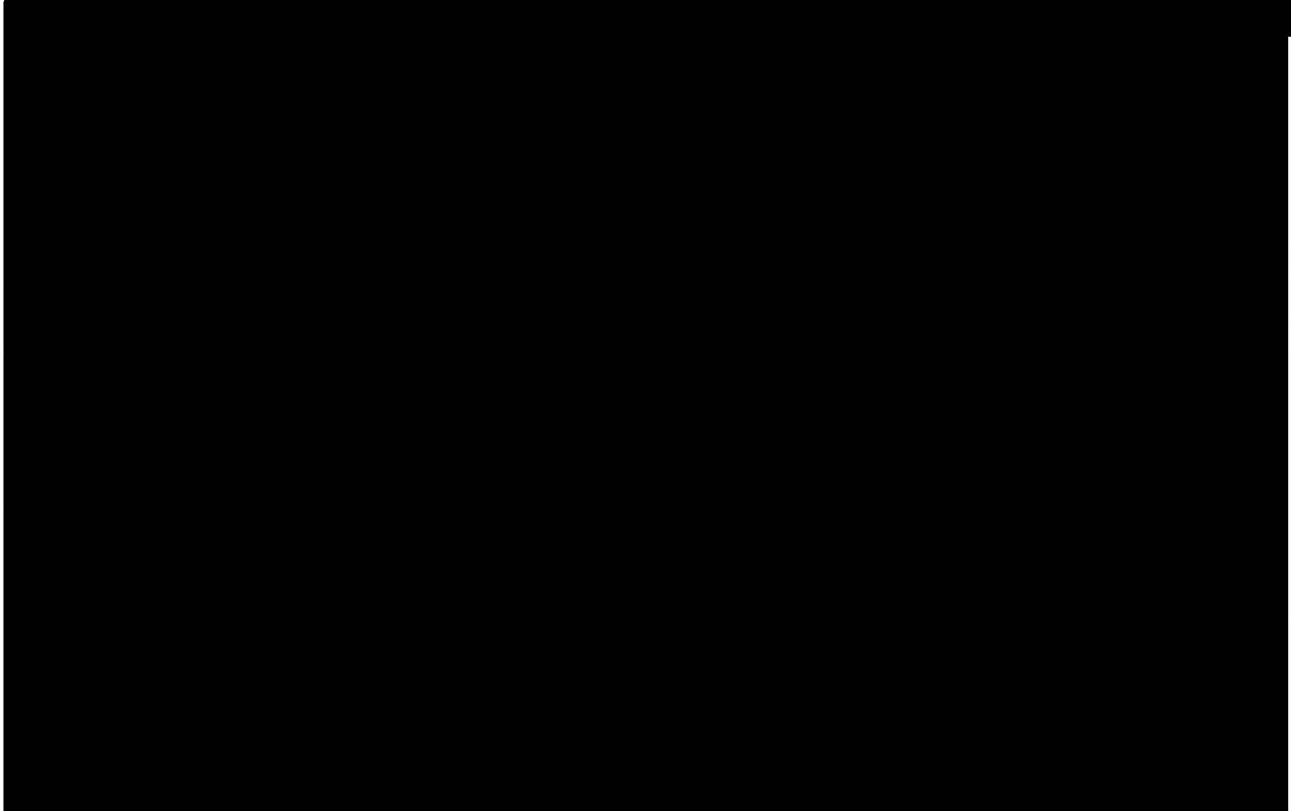
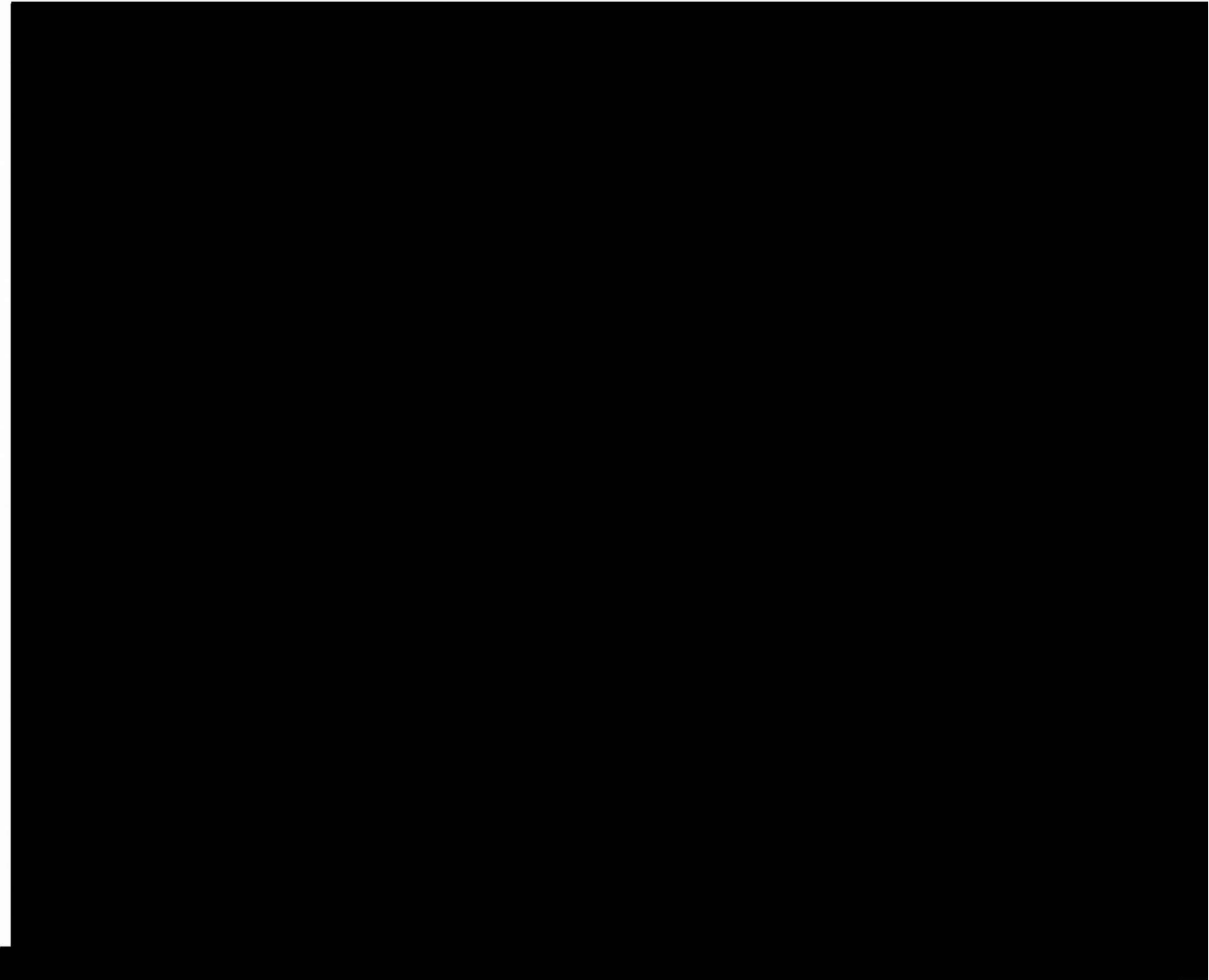
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**May 13, 2010**

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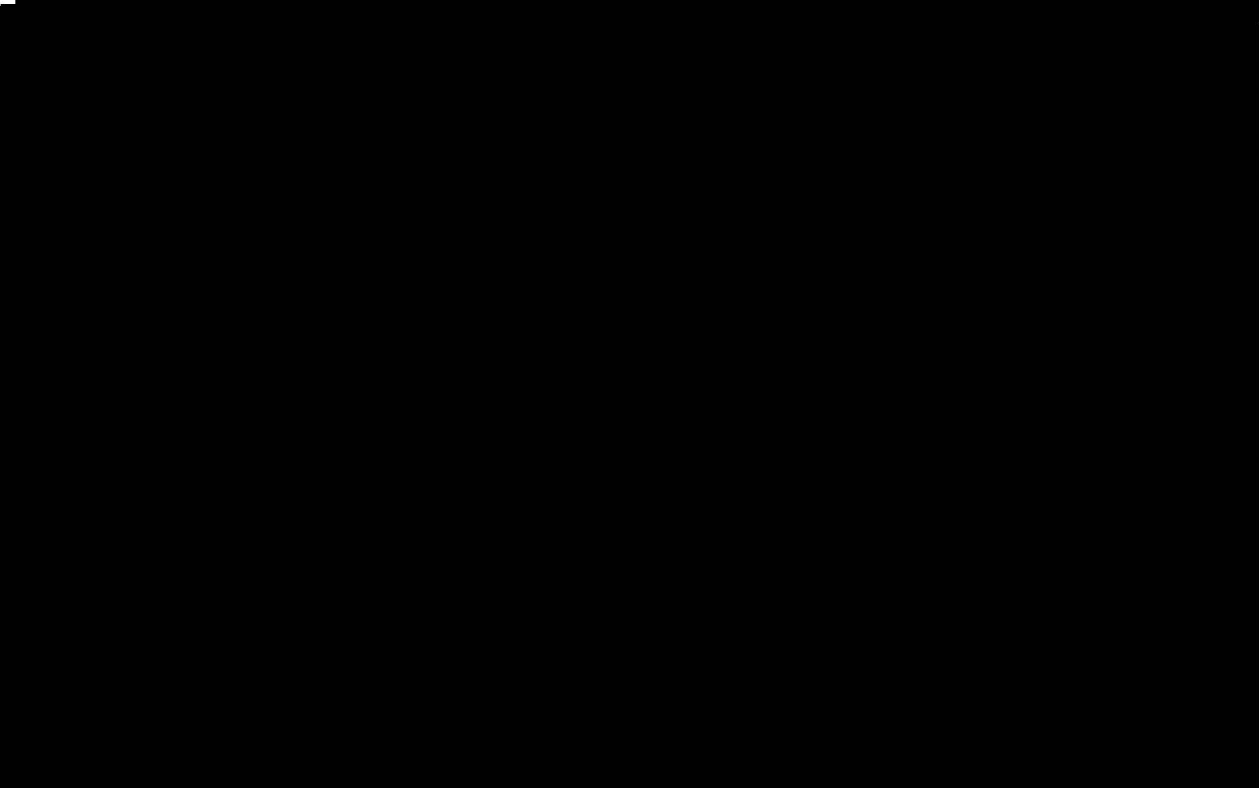
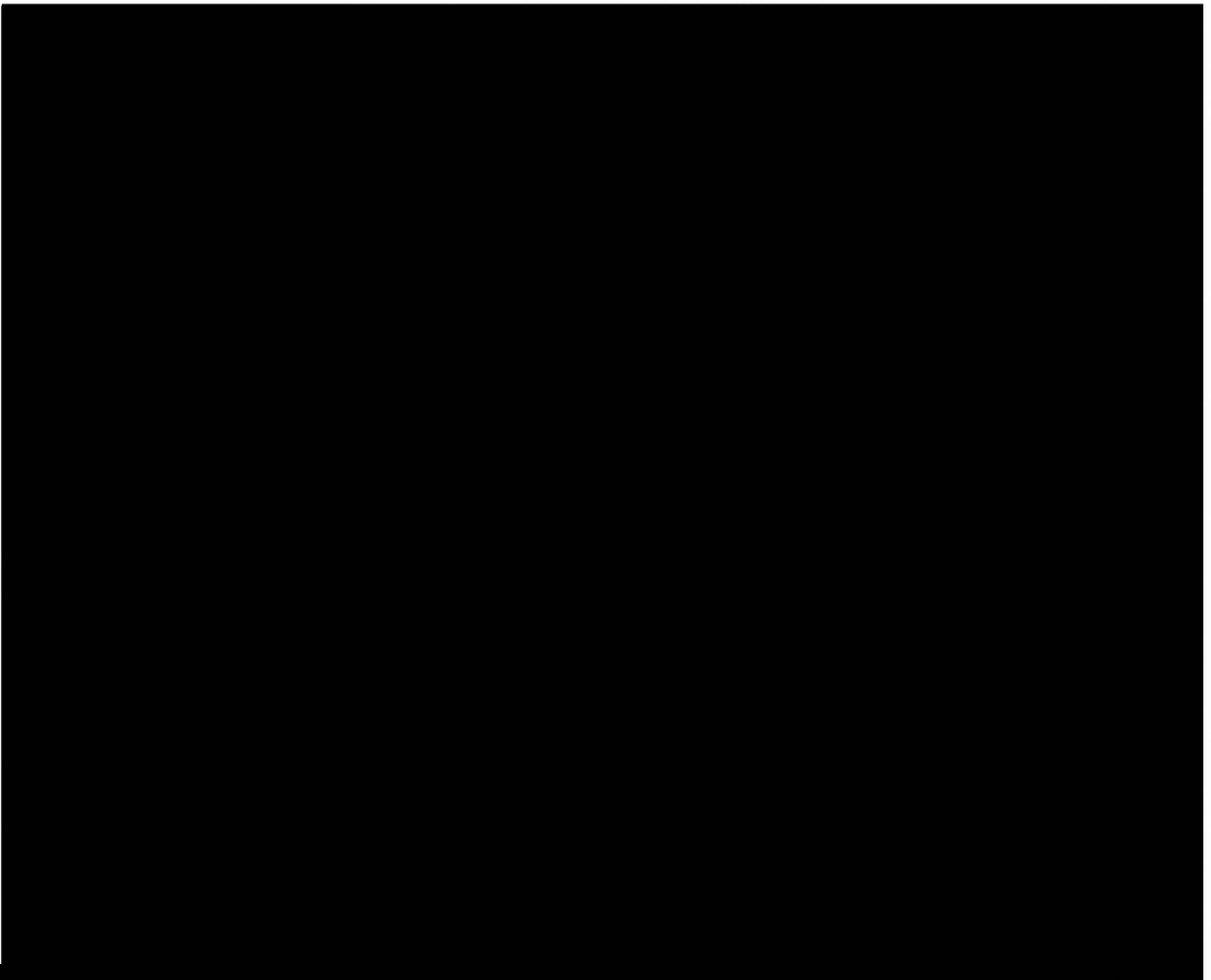
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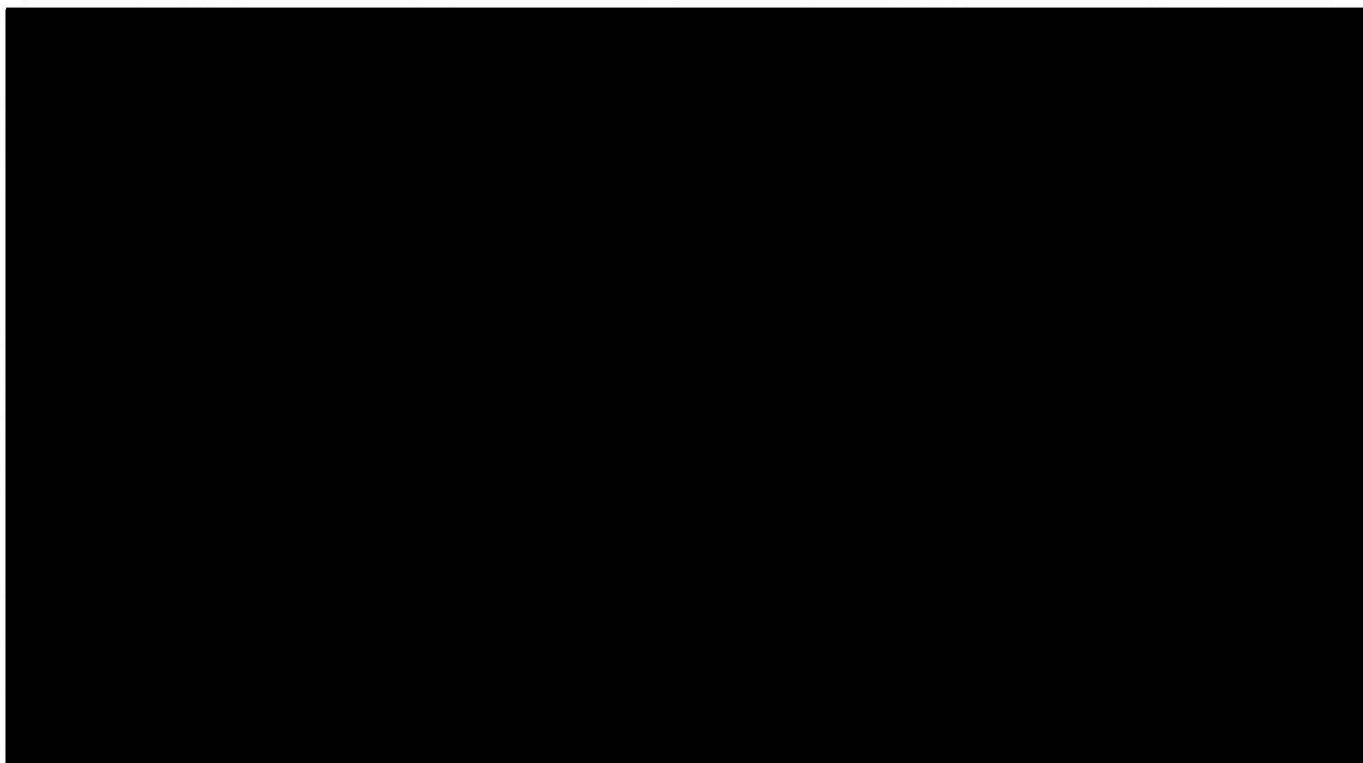
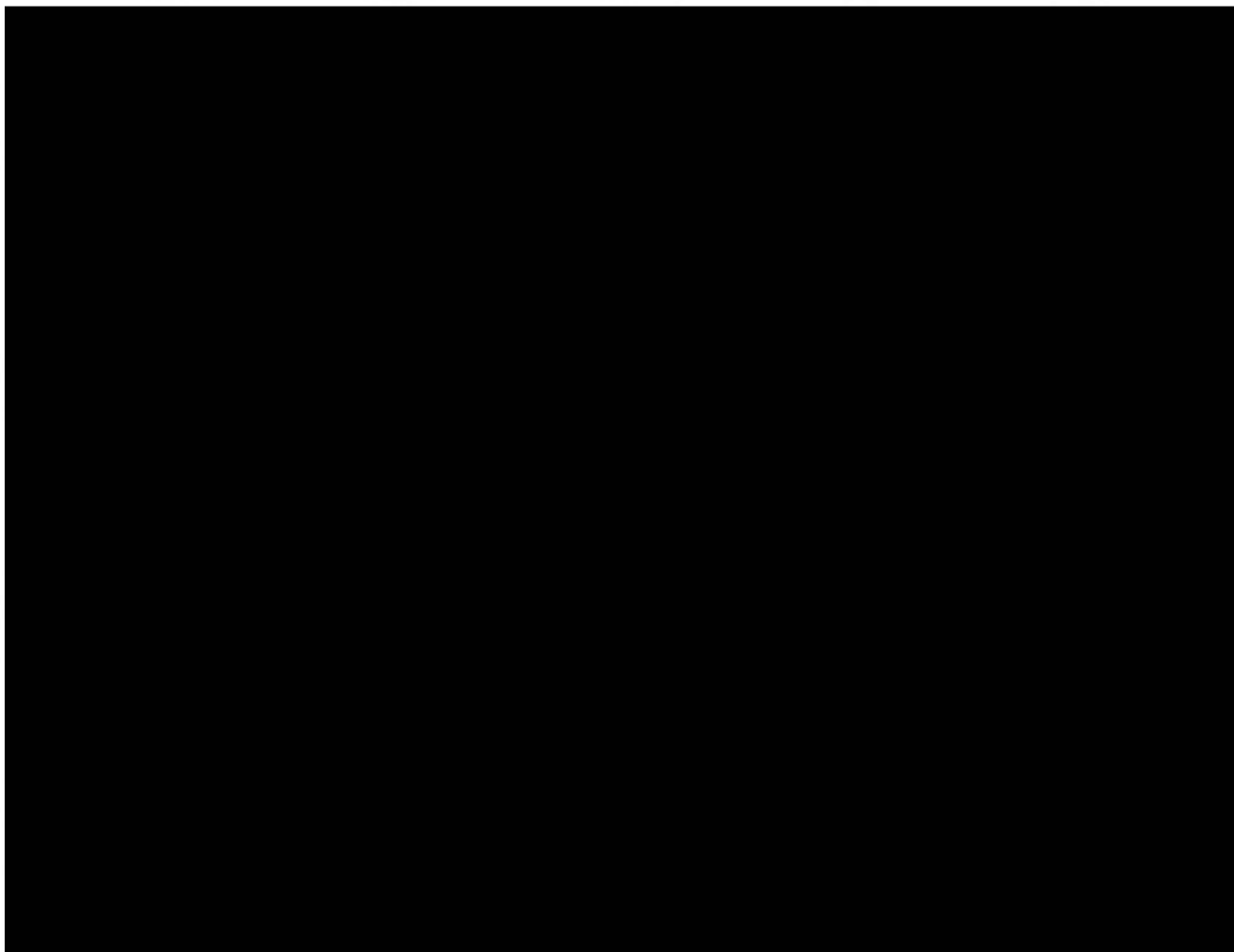
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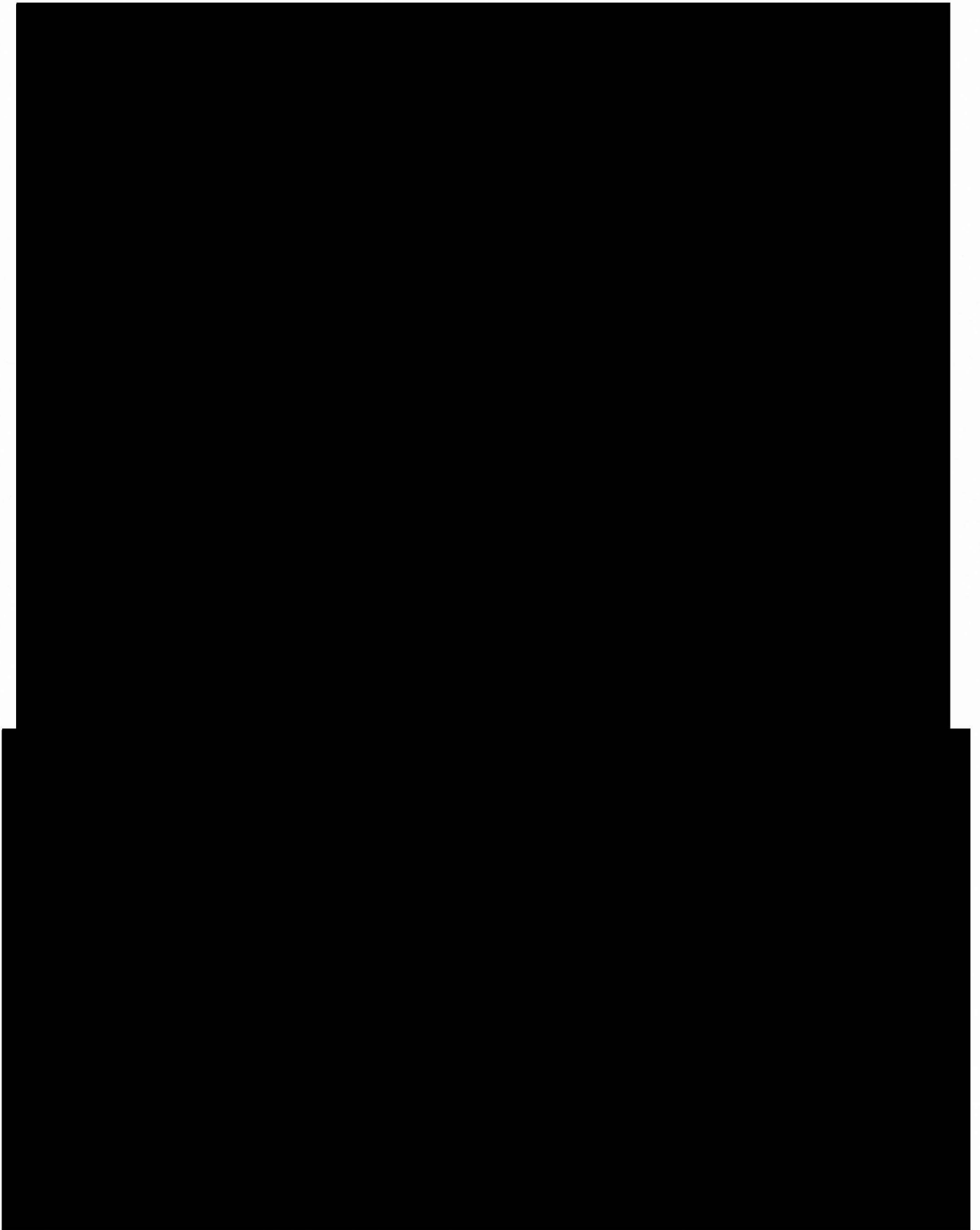












**Gary Gregor Investigation****[REDACTED] Interview Transcripts****May 13, 2010**

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**I Gary Gregor Investigation**  
**Gary Gregor Interview Transcripts**  
**Participants: Fidel Trujillo (FT); Gary Gregor (GG); Charles Goodmacher (CG)**  
**May 13, 2010**

*(FT): This is a predetermination meeting with Dr. Gary Gregor, represented by the Espanola NEA, Mr. Charles Goodmacher, and I am the HR Director, Dr. Fidel Trujillo.*

*If you can, for the record, state your names as I have just indicated.*

(CG): Charles Goodmacher, NEA New Mexico.

(GG): Dr. Gary Gregor.

*(FT): Dr. Gregor, you were provided written notification of this meeting, correct?*

(GG): Correct.

*(FT): And you agreed to the date and time, and to have the NEA representing you?*

(GG): Yes.

*(FT): So, the questions that I ask, should I address them to you Dr. Gregor or to Mr. Goodmacher?*

(CG): It's fine if you address them to Dr. Gregor. Of course, if he has any reason to pause or to ask me, then you know, we'll (inaudible).

*(FT): Sure. The purpose of this meeting is to revisit the issue of why Dr. Gregor was placed on administrative leave. We had initially received some guidance as to letting the investigation conducted by the police take its course, but we have decided that we needed to have our own investigation apart from that because, as you know, that has taken a long time and we still have no indication of the status. So, we're conducting our own investigation and this is an opportunity to respond to the allegations and give your perspective on the matter.*

*I'd just like to begin by asking you what your understanding is of why you were placed on administrative leave by Dr. Cockerham.*

(GG): The only thing I know is its in the category of inappropriate conduct.

*(FT): Inappropriate conduct? There's no specificity beyond that?*

(GG): No.



(FT): *Were you ever party to an investigation by the police? Did you ever give a statement to the authorities?*

(GG): No, I never did.

(FT): *You did not?*

(GG): No.

(FT): *All right. A lot of the information that has been provided to us was also vague and general so the internal investigation that has commenced and is ongoing has resulted in some information that has come forth. I want to present that to you and allow you to respond to the allegations.*

*Principally, there are some allegations of inappropriate physical contact with students at E.T. Salazar. Are you aware of that, or does that provide any context for you in terms of what this case might involve?*

(GG): No.

(FT): *None at all? O.k. There are some charges that you inappropriately touched some female students in your classroom and... I guess I'll ask you point blank, have you or did you ever inappropriately touch students in your classroom?*

(GG): No I didn't. I would also like to say that during that year, I had another adult in there with me at all times.

(FT): *Who was the other adult?*

(GG): My Grandmother, Connie... I don't remember her last name. She is actually still in my classroom, 'cause it's still my classroom. And I want you to know that you're free to talk to her at any time as far as I'm concerned.

(CG): Just to be clear, when you say "grandmother" you're talking about a classroom grandmother...

(GG): Yeah. Right, right, right.

(FT): *And you said her name is Connie?*

(GG): Right.

(FT): *There are two other principal allegations. To recap, there are three. One is the inappropriate physical contact. One is providing gifts to students, also characterized by the people I've spoken to as inappropriate. And the third one is unsolicited invitations by*

*you for students to go over to your house. And so, those are the three major things I'd like to visit with you about today.*

*The allegation was made that you had a system in place where elected class officers would sit at or near your desk. Is that true?*

(GG): Actually, I had a table that I sat at and I corrected papers and things like that. Umm, I think it was a long table like this. I think I probably would let the class presidency sit at the...they might be here or they might be over here. It was a long table, it wasn't like if they were sitting right next to me.

(FT): *How often were class officers rotated?*

(GG): Umm, I did it pretty frequently. I think I had an election like every three weeks or something like that.

(FT): *O.k. And so whoever was elected would then get to sit at your table?*

(GG): Right.

(FT): *O.k. Was it typically the same person being elected as a class officer?*

(GG): I... Not necessarily.

(FT): *No? So it would change...*

(GG): I mean, it would be whoever the students thought, you know, in that three week period, they thought they would go on, you know, as head of the class.

(FT): *What other material rewards – in addition to being able to sit by the teacher – what other perks were there for students?*

(GG): Umm, I, I... stuff that I might find around the house, that I would normally throw away, I might give to them. Instead of throwing it away, I might give to them. Nothing that I would go out and purchase or anything like that.

(FT): *With the students sitting at or near your desk, were they ever asked to stay in for breaks?*

(GG): No, in fact, I always went out to recess with them. Well, any breaks that my students went out -- actually there was no recess after lunch, now that I recall -- I'd go with them. I'd eat lunch with them in the lunch room. I would, you know, go out with them.

(FT): *So, you would eat lunch with the students at their table in the cafeteria?*



(GG): Yeah. In the cafeteria, I would eat, you know, where all the students eat.

(FT): *Do other teachers do that?*

(GG): Probably not, but I've done that my whole teaching career.

(FT): *So you wouldn't eat in the teacher's lounge or with your colleagues?*

(GG): No. I always preferred... that's a way of getting to know the students on a more informal basis, and you know?

(FT): *One of the things that has come up on the topic of gift giving, were those token rewards for behavior, grades, as well as being a class officer?*

(GG): I can't remember. Umm. I can't remember exactly, ok. My wife was in there quite a few days with me. You know, she knows everything I did, you know?

(FT): *So your wife, was she associated with the District?*

(GG): No. No. Umm, I had her in there like helping. Maybe she'd be correcting papers or helping students until somebody registered a complaint that I had my wife in there, in my classroom helping me. And then she didn't come anymore.

(FT): *Was she a volunteer?*

(GG): Yeah, like a volunteer.

(FT): *And did she go through the proper background checks and all that?*

(GG): No, I didn't know she had to. I was not aware of that.

(FT): *Were you ever approached by the site administrator, Principal Ruby Montoya, about any complaints or giving you directives as far as having students sitting in proximity to you in the classroom?*

(GG): Not that I recall. Because anything that Ruby Montoya would tell me, I would have done and I don't recall that.

(FT): *And the gifts or rewards... you said it was stuff around the house, did you also give them candy or soda?*

(GG): Yeah, that was part of the pay for the class officers because they did a lot of work in the classroom for me. They might get a can of pop or something like that.

(FT): *O.k. What kind of work did they do?*

(GG): Like, like paperwork type stuff, like, (pause). Well anything that I know a teacher would normally do, not grades or anything, just stuff around the classroom, straighten it up, collect papers, you know, just things like that.

(FT): *One of the gifts was a cell phone.*

(GG): Mmm-hmm.

(FT): *Do you recall ever giving a student a cell phone?*

(GG): You're talking about a particular girl that my wife basically became friends with their family. It was a whole... and, and we went and had... I don't remember the whole circumstances behind it. We did let her add a line onto ours. It was ten dollars for her to add a line onto ours. We went ahead and let her do that. I don't remember all the circumstances, I do remember that, umm, the whole family, mom and everything, was very friendly towards my wife and, in fact, my wife is definitely doing some subbing at the school and whenever they see her, "How are you doing, Judith?" You know?

(FT): *So it was a family friend, was it a relationship formed at the school or outside?*

(GG): No it wasn't formed at the school.

(FT): *Where was the friendship developed?*

(GG): Well, I can't... Umm, I can't remember exactly. Can't, can't remember exactly how it was formed. I can discuss it more with my wife. I don't remember exactly how it was formed.

(FT): *But it was with your wife and not with you?*

(GG): I would say it was more with my wife.

(FT): *O.k. And so when you purchased the cell phone, did you talk to the student's parents at all about that or how did that come about?*

(GG): Oh yeah. I mean... Yeah. The... everything was in conjunction with the mother. I really didn't purchase the cell phone. I think we got it for free and it was ten dollars to have her on the line. Ten dollars a month. I don't... We didn't purchase a cell phone.

(FT): *And for what purpose was...*

(GG): I, I... again, I don't recall.

(FT): *You don't recall why you would get a student a cell phone?*

(GG): I just remember that they were like family friends. That's all I can tell you.



(FT): *And would you communicate with the student on that cell phone.*

(GG): Umm, I would not... I never called anybody, no.

(FT): *All right. Getting back to the inappropriate contact, allegations are that you touched students on their leg and on their waistline, on their skin, and in ways that made them feel uncomfortable.*

(GG): Well that's not true.

(FT): *You never touched a student?*

(GG): No.

(FT): *Did you ever ask a student to kiss you?*

(GG): No.

(FT): *Did you ever invite students to your house?*

(GG): Umm, again, I don't recall exactly... I don't think... If any students were... The only family that I can recall that ever came over was that one family with the cell phone. Umm, I don't believe that, I don't believe that I ever invited anybody from the... in the classroom situation.

(FT): *Did you ever offer to get a cell phone for any other students besides the one that you said was a family friend?*

(GG): Not that I recall. I don't recall. I don't have no recollection of that.

(FT): *Inviting students over to your house for sleepovers or other activities, do you have any recollection of that?*

(GG): Again, that one family and, umm, that was again something with my wife and I don't think that was... I don't think that was during the school year.

(FT): *So no other students? Because I had other students say that you made the invitation and called multiple times.*

(GG): No. I never called any students. That's not true, I've never called any students.

(FT): *Now with the student who did have the cell phone, in your communication with her, did you ever ask her to wear certain things before she went over?*

(GG): Never.

*(FT): Did you ever ask her what she wanted you to wear?*

*(GG): Never.*

*(FT): What she wanted you to make for dinner?*

*(GG): Never. Never.*

*(FT): What happened with the cell phone, at what point was it discontinued?*

*(GG): Umm, again you'd have to talk to my wife. I think what happened was my wife's phone stopped working and rather than having to extend her contract, umm, I think my wife asked her if she could just use the phone that she had been using and then so my wife was just using the other phone, the other one was just out of commission.*

*(FT): So it was not because there was a lack of correspondence?*

*(GG): No. No. And, like I said, the whole family, the mom and everybody, is real friendly to my wife when they see her, "How you doing, Judith?"*

*(FT): To this day that relationship continues as a friendship?*

*(GG): Yes. Yes. And even that girl, Judith says, well, she came up to me and gave me a hug today, you know?*

*(FT): Was your wife, besides being friends with this family, was she a sitter or babysitter?*

*(GG): No.*

*(FT): She wasn't paid to take care of the kids?*

*(GG): No. Never.*

*(FT): I'm sorry for going back and forth on these topics, it's just that sometimes you say something that jogs my memory to something else. I want to ask you on the issue of the class officers, were they predominantly male students or female students or a combination of both?*

*(GG): Well again, I would say, probably, probably predominantly female but that was because that's who the students would vote for. It had nothing to do with me. I had nothing to do with the voting.*

*(FT): I was told that on one occasion the female students were uncomfortable with this arrangement so they purposely voted male students to sit, to be class officers...*



(GG): Well, number one not only did I have no recollection of that ever happening, the students were not required to sit up by my table. They could stay...they were never required to sit in any particular place. If they were elected officers, they could stay at their seats. It didn't matter to me. It was never a requirement that they had to sit at the table. It was that they wanted... they liked to be able to kind of feel like they were the president. But they could stay at their seat, it didn't matter to me.

*(FT): So another question on something that came up. The infusion of religious beliefs as part of the curriculum. Did you ever include religion as part of your curriculum?*

(GG): No.

*(FT): Never talked about the Mormon faith and some of its tenets?*

(GG): No.

*(FT): At what point were you informed that you would be on administrative leave?*

(GG): Well, looking at the letter, that was sent to me on May 15<sup>th</sup> of last year.

*(FT): That was for the 2008-2009 school year, when were you notified for 2009-2010?*

(GG): No, I've been on administrative leave since May 15 of 2009.

*(FT): Yeah. That was the end of last school year. So for this school year, when...*

(GG): I've been on administrative leave since last May.

*(FT): Have you had any role with the District while you have been on leave?*

(GG): No.

*(FT): You haven't...*

(CG): Sorry. Are you including the lesson plans?

(GG): Yes. Yes. Lesson plans. Correcting the papers.

*(FT): And that was for what grade?*

(GG): Fourth grade.

*(FT): Are any of the students that we have been talking about presently your students?*

(GG): No.

*(FT): O.k. As part of the agreement or the administrative leave, were you told that you could not return to the school site?*

*(GG):* I don't know and the reason I bring this up is because I don't know of any... I can not find any documentation saying that I can't do that. One day, this wasn't too long ago, Mrs. Montoya had be come into the school I recall. It was after school or something, and I was questioning, "Is it ok for me to be here?" And as far as she knew, it was ok. She didn't invite me to the school, I questioned whether this was ok, as far as she knew, it was. I don't have any documentation saying... like I said...

*(FT): Again, you were not interviewed by any law enforcement officer regarding your case?*

*(GG):* No. No.

*(FT): I just have a few more questions and we can start wrapping this up. Do you think it's inappropriate for a teacher to have physical contact with a student?*

*(GG):* Of course. Like I was telling Charles, I have... for five years I was a counselor for sexual abuse. I'm a counselor for perpetrators, victims, and (inaudible) spouses. This says... One time I was going to go to theology school. This is a recommendation that they wrote for me, which you can keep if you would like.

*(FT): With respect to giving students gifts, what is your perspective?*

*(GG):* I think that it's stuff I'm gonna' throw away and it's kind of a reward system, I don't think it matters. I think if I'm going out and purchasing things because I want a student to like me, I think it's totally inappropriate. But I don't see anything wrong if I already, you know, like I've said, it's something insignificant and its kind of a reward because you've been elected this, you've been helping out, here this is kind of a reward.

*(FT): I know you have indicated that you only had one student or one family sleep over. How did that arrangement come about?*

*(GG):* Again, I can't recall. But it wasn't when she was my student. It was the next year because... she was a fourth grader in my class, and the next year, If I'm thinking right...the next year, yeah, 'cause the next year she was in fifth grade – that's when they came over. When she was my student, she was not over.

*(FT): And the younger sisters were not in your class either?*

*(GG):* No.

*(FT): And you can't recall how that invitation came about?*



(GG): No, I can't. But like I said, she wasn't my student at the time.

*(FT): Would it be appropriate for a teacher to invite any student over to sleep?*

(GG): I would say probably not. I know that where I... I know that earlier in my teaching career, I know that where... it was very common for teachers and students in the same geographic area to be going to church together and having activities together. And friends... I saw that as pretty common early in my teaching career in Utah. I think that, yeah... I think that they'd have to be very careful about something like that.

*(FT): Just by way of summarizing, did you ever make multiple calls to students to invite them over to your house?*

(GG): Never called students and invited them over.

*(FT): Did you ever call parents to ask their permission...*

(GG): Not... no, I never... I don't ever recall calling the parents or students and inviting them over. I have no recollection of doing anything like that.

*(FT): Did you ever talk about how in the Mormon faith it was acceptable to men to have multiple relationships with girls?*

(GG): No. Not at all. First of all, that's not true, the Church doesn't teach that. Second of all, I wouldn't say anything like that.

*(FT): Did you ever... You already indicated that you did not touch any students.*

(GG): That's right.

*(FT): Some of the testimony is that, in fact, students would dress with double sweaters, double jackets and pants so as to avoid...*

(GG): I don't ever recall seeing anything like that. No.

*(FT): You don't remember asking a student why they were covering up?*

(GG): I don't recall ever seeing anything like that. And like I said, there were several times during that year that my wife was in the classroom assisting me and with my grandmother there, too. She was there all the time, every day.

*(FT): Have there ever been complaints filed against you for inappropriate conduct at any other school site?*

(GG): Yes.

(FT): *For what was that?*

(GG): When I was in Santa Fe, umm, at a trip to the museum, two docents claimed that I had two students sitting on my lap at the museum. Not only do I have no recollection of that, but I wouldn't allow students to sit on my lap. In fact, I was told that one docent talked the other docent into making the complaint against me. I don't know if the students were... if somehow the students were like leaning against me somehow where they thought they were sitting on my lap or what. I know I don't allow students on my lap. I don't know... obviously. I don't know what they're talking about so at that time I certainly wasn't thinking anything inappropriate. And, and, I was in a museum. You know? Why would I be doing something inappropriate in front of everybody?

(FT): *So what was the resolution of that?*

(GG): The resolution was that I asked... I basically agreed to quit. And I was told... The reason is because I was told that the docents had a lot of power, political power, and you know? The district, basically, that's what they did with it.

(FT): *And that was immediately preceding your employment with the Espanola Public Schools or was there a break in service?*

(GG): Yes. Before the Espanola Schools.

(FT): *Again, by way of summarizing, you do not dispute giving sodas and candies as rewards?*

(GG): No, but again... but again, I consider that payment for doing work around the... I don't see anything wrong with it. I've known a lot of teachers in my teaching career that have done that stuff. I don't see anything inappropriate about it. It wasn't like I was playing favoritism. You know? It was people... It was like, you know, you're in an elected position, you do this work and then this is your pay. It was not like I was saving certain students and giving them gifts and stuff.

(FT): *O.k. Just one more thing that I'm having a little bit of trouble wrapping my head around is the issue of the telephone. You said that you...*

(GG): O.k. I don't... There would be no reason for me to call anybody. This particular family, when they came over is when she was no longer my student and this was always arranged between my wife and them. O.k.? And when they came over, my wife would do things with them. O.k.? I usually wouldn't do anything with them. Usually my wife was doing things with them. This was only when she was no longer my student. And, like I said, I didn't see anything inappropriate about that. She was no longer my student, and again, in my teaching career I have seen a lot of cases where teachers have done that.

(FT): *Did you give your telephone number to students?*



(GG): Umm, actually I probably... Every year I probably in case there was some reason they needed to call me about homework or this or that or whatever.

*(FT): And did you exchange numbers with students?*

(GG): No, I never had... I never called students for any other reason. I never called students. They had my number. Except they would be on, you know?

*(FT): And you already indicated that you never had students sit on your person, they might be next to you but not on your lap?*

(GG): Never.

*(FT): All right. I think that takes care of the questions that I had for today's meeting. Is there anything that you want to add that would aid in this investigation and perhaps bring closure to this whole thing.*

(CG): Well, as you heard from him, this is the first time he's heard any specificity. You know, all along, we never knew what this was about. We knew there were allegations of inappropriate contact, but that was it.

(GG): Also, I want you to know that for several years I have been a teacher at Sylvan Learning Center, where a situation where you got kids, you know, and there are several pods, and this is a recommendation that I got from Sylvan as part of me being a teacher there.

*(FT): So you have provided a letter from Sylvan Learning Center and one from another organization.*

(GG): It was an organization where we dealt with sexual abuse.

*(FT): Yes, I have copies of both. Mr. Goodmacher.*

(CG): Just that it's been more than a year. The police and District Attorney obviously have not found anything. If they had found something, they would have filed some charges. And, you know, we'd just like to see Mr. Gregor get back to work. I heard that the students didn't learn much this year and that's a terrible shame. So, I'm hoping you're not going to take a long time with this investigation. I assume so, especially given the reason that you guys aren't relying on the outside world for information.

(GG): I also want you to know that my Principal totally supports me and she would of course be in there unannounced, you know, to see what goes on inside the classroom. And my Principal totally supports me.

*(FT): O.k. Regarding the timeframe, I do have a couple more interviews scheduled for this afternoon. But I will be typing up my notes and sharing those with the*

*Superintendent. Hopefully I can take care of that tonight if negotiations don't run too long.*

*(CG): All right (laughs).*

*(FT): And it may be possible to bring forth a decision some time tomorrow. That's how quickly we're looking at completing this investigation. And I want to state again that this internal investigation is separate and distinct from the pending criminal investigation that has taken so long and what we're doing is trying to determine if, in fact, there is any truth to this allegation. I'm interviewing witnesses and individuals with potential knowledge of the case, so this was your opportunity to respond to the allegations that have come up so far. The investigation is on-going and a decision will be made independent of whatever happens with the District Attorney and the police.*

*(CG): O.k.*

*(FT): O.k.? Thank you very much. Anything else? If not, I appreciate your time.*



**Notes from Gary Gregor Investigation**  
**May 12-13, 2010**

**E.T. Salazar Principal Ruby Montoya, May 12, 2010, Hand-written Notes**

I solicited Ms. Montoya's recollections as to why Dr. Gregor was placed on leave as well as any other information she could provide that would help the District in its decision whether or not to renew his contract.

She stated that all she could remember was Dr. Cockerham calling and telling her that he was placing Dr. Gregor on leave over concerns that involved three students at her school: [REDACTED] Then she recalled an investigator that went to school, Detective Bryan Martinez, who asked for the names, addresses, and phone numbers of the students.

Ms. Montoya indicated that she had no knowledge if the alleged events occurred on school grounds or off campus. She stated that no concerns were brought to her attention by either the students or their parents.

When asked if there were other incidents apart from this specific case leading to paid leave, Ms. Montoya stated that [REDACTED] mother came in for a conference. She said she didn't like Dr. Gregor hanging around her daughter. The mother's name is [REDACTED] This was during the 2008-09 school year. Apparently there was a dispute on the playground involving [REDACTED] and another student. Dr. Gregor was the one who separated the fight. At the time, [REDACTED] said she didn't like the way Dr. Gregor had touched her and after that the parent told Ms. Montoya he did not want him near her. Ms. Montoya said that she approached Dr. Gregor and he denied even being near [REDACTED] during the incident.

Ms. Montoya stated that there was another complaint about four years ago by a lady who worked for FACT, she couldn't remember the lady's name. This individual said she didn't appreciate how Dr. Gregor always had little girls sitting by his desk and on his lap, a claim Dr. Gregor denied. Ms. Montoya directed her assistant to investigate the complaint and it turned out that Dr. Gregor would let the class president sit near him. The complainant didn't appreciate the favoritism that Dr. Gregor displayed towards one student in particular. Ms. Montoya and her assistant brought in the parents of the child and the student's father stood up for Dr. Gregor. They were really upset that Dr. Gregor was accused of anything improper because he was a close family friend in addition to being her teacher.

Ms. Montoya reportedly asked him to not be alone with the student. She initiated random spot-checks and discovered that on at least one occasion, Dr. Gregor kept the student in for lunch to help him grade papers.

When asked if she has a record of these investigations? A file, folder, or other documentation that showed how these matters had been followed up with or how the issues were addressed, Ms. Montoya answered in the negative. She said they were dealt



with informally through conferences and verbal directives. Her recommendation to him was to not be alone in the room with the student and to get away from having class officers sit next to him.

I asked if he complied with her recommendations and directives? She responded, "Initially, yes. I know that before he was placed on administrative leave, he had started that up again, to let the class President sit up at his desk, but he also let the class grandmother sit up there."

When asked about his performance as a teacher, Ms. Montoya stated that "His performance evaluations have always been good." She stated that Dr. Gregor used to be a second grade teacher and was moved to the 4<sup>th</sup> grade because of the needs of the school, not for any performance-related issues.

I asked, "*Are you aware of any allegations that Mr. Gregor may have had students over at his house?*"

Ms. Montoya replied: "I know that he has had students and parents over for dinner, from what he himself has told me. At one time, I did go out to his house to drop something off and students were there at his house. That particular time, he wasn't there, he was at his other job in Santa Fe and the students were there with his wife. He is a tutor for Sylvan Learning Center and at one time he was a guard for St. Johns College."

I asked if Dr. Gregor's wife is associated with the District in any way? Ms. Montoya said she is a substitute teacher. At the time of the alleged incidents, however, she often volunteered in Dr. Gregor's class. She did not secure the proper background check to serve in that capacity and didn't get the background check until she was approved on the substitute list.

I inquired about the students Ms. Montoya saw at Dr. Gregor's house. She said she believed it was [REDACTED] and her two sisters.

I asked if there is any reason for a student to be going to any teacher's house after school. She said there shouldn't be a reason whatsoever. She couldn't think of a reason for them to be at his house.

I wondered if Ms. Montoya was aware of any other allegations or charges of inappropriate behavior or misconduct on the part of Dr. Gregor. She indicated that she had received a lot of complaints or comments from staff that he always ate with the kids and sat on the same side with the girls. She had heard rumors from about similar accusations at his former school. Also, that he insisted on holding their hands to and from the cafeteria or gym.

Ms. Montoya discussed an incident where on the anniversary of 9/11, the students said he talked about how in other countries the young men go to war and they don't have to be 18 like here. And that the women stay back to have babies. Ms. Montoya heard, but was

never able to verify in person, that he would also talk a lot about his religion. He's a Mormon and she heard on at least three or four different times by parents that he brought his religion into his lessons. When the Principal brought this up to him, his version was different from the parents. The parents claimed that he would talk about the Mormon religion and how a man could have many wives. But he always denied it and she could never substantiate the claims.

I inquired as to whether or not the Detective investigating the incident leading to Mr. Gregor's leave shared anything with her. She said she was never provided with any details. He just asked her for the data sheet for the three girls. Nobody from Central Office communicated any reasons for the paid leave.

I asked Ms. Montoya what the arrangements are for coverage and if Dr. Gregor still did any work even though he is on administrative leave. She said that a long-term substitute has taught his class for the entire school year (2009-10). Dr. Gregor has been responsible for developing lesson plans and grading papers while on paid leave. He also submits grades and works on cumulative record folders at mid-year and end-of-year. Ms. Montoya did not evaluate him for 09-10. When pressed for a general evaluation of the jobs he performed while on leave, Ms. Montoya stated that at first he wasn't doing anything because the substitute wanted to do it herself with the assistance of the other fourth-grade teachers. "But then Dorothy Sanchez gave me a directive that he had to actually do those things so we got him to do it starting in September or October. He met every deadline that I know of with the exception of grades for one student. He missed that deadline by a week or so."

I asked Ms. Montoya if there was anything else she wanted to share that is pertinent to my investigation and she said she couldn't think of anything else at the moment.

We concluded the interview.

**Gary Gregor Investigation**

